

Postgraduate Medical Education (PGME)

Title:	Resident Clinical Associates	Number:	004
Approved By:	PGME Committee		
Approval Date:	June 11, 2024		
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Preamble

- Resident Clinical Associate work is defined as the provision of supplementary services under supervision during residency training in situations that are not part of required training in the residency training program.
- Resident Clinical Associate work is neither condoned nor condemned during residency training.
- To promote their own physical and mental health, and as essential components of a lifelong practice, residents need to maintain a balance between their personal and professional lives.

Policy

When serving as a Resident Clinical Associate the following principles apply:

1. Resident Clinical Associate work must not be mandatory or coercive. Residents must not be required by their residency program to engage in Resident Clinical Associate work.
2. Approval from the program director must be provided prior to commencing Resident Clinical Associate work (see [CPSBC CA Instructions for Application](#)).
3. The Resident Clinical Associate workload must not interfere with the ability of the resident to achieve the educational required competencies of the residency program.
 - a. All program directors have an obligation to monitor resident performance to assure that factors such as resident fatigue from any cause are not contributing to diminished learning or performance, detracting from patient safety, nor negatively impacting the resident's wellness.
 - b. Program directors, in a timely way, should bring to the attention of the resident any factors which appear to detrimentally affect the performance of the resident in the residency program.
 - c. To facilitate this, the program director must be informed prior to a resident commencing work as a Resident Clinical Associate.
 - d. At any time, the program director in consultation with the Competency Committee or RPC, has the ability to rescind approval/withdraw previously granted authorization of the resident's participation in Resident Clinical Associate work if it is determined to interfere with the resident's ability to achieve the required competencies of the residency program.

4. Resident Clinical Associate work must not occur on the same unit or service to which residents are currently assigned, or to which they will be assigned in the future in the residency program. Residents are eligible to work as Resident Clinical Associates on services that they have been previously evaluated on.
5. As residents’ primary obligations are to their training programs, they are not permitted to work as Resident Clinical Associates during their work hours, including on-call periods that are defined by the program.
6. Confirmation of licensing, credentialing and appropriate liability coverage is the responsibility of the employer.

Related Policies and Resources

College of Physicians and Surgeons of BC - Clinical Associate Eligibility
<https://www.cpsbc.ca/registrants/current-registrants/registration-and-licensing/student-and-graduates/postgraduate-resident>

College of Physicians and Surgeons of BC - Resident Clinical Associate Instructions for Application
<https://www.cpsbc.ca/files/pdf/ED-Resident-Clinical-Associate-Instructions-for-Application.pdf>

College of Physicians and Surgeons of BC - Resident Clinical Associate Request for Authorization (UBC Program Director)
<https://www.cpsbc.ca/files/pdf/ED-Resident-Clinical-Associate-RFA-Program-Director.pdf>

Action	Committee	Date	Status
Approved	PGME Policy Working Group	September 21, 2023	Recommended to PGME Executive
Approved	PGME Executive Committee	January 30, 2024	Recommended to PGME Committee
Approved	PGME Committee	June 11, 2024	Approved as Final